

# WORK VALUES

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"I just love my new job!" said Caitlin's aunt to her mom, "I get to work three days each week, earn great money, and my boss says she is a 'hands off' type of supervisor! It is perfect for me!"

"Wow. I wish my job was that great. There aren't any opportunities for promotion where I work and I never really get credit for my accomplishments. Also, I really want to feel like I am making a difference in the world; but I don't," said Caitlin's mom.

Caitlin feels some anxiety overhearing this conversation. She knows she will have to start focusing on selecting her own career path soon and she wants to have a job she loves. What she doesn't realize is that her aunt and her mom are talking about work values. These work values, and how well Caitlin's mom and aunt are satisfied by their jobs, are having a significant impact on their feelings toward their jobs.

Caitlin knows she is interested in working in healthcare. She has done some self-assessments, she knows that there will be openings for people with healthcare training, and she knows the pay can be quite good. What is making her uncomfortable is listening to her mom and aunt talk about their work values and how well these values are met by their jobs and employers.

Thinking about and understanding your own work values is an important step toward loving your job. Many of Caitlin's work values will be connected to the career she chooses and some of them will be impacted by her future employer.

Caitlin will benefit from understanding that her particular work values include

feeling like she is helping people, being secure in her job, making good wages, and being able to balance her personal and work life.

As Caitlin starts down her career path she will think about her work values which will lead her toward jobs in healthcare that meet these values. She will receive education and training for a job that is

in high demand so she will feel secure about getting and keeping a good job. When she begins her job search she will negotiate for a good salary and ensure that the employer offers a flexible schedule because she knows these things are very important to her.

If Caitlin does these things, there is a better chance that she will love her job.

**assess** your own  
work values!

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